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The Bureau of Land Management Service Center Newsletter October 1994

CENTER SCENE

Notes From the Director's Diary

The fiscal year has come to a close so quickly, I need to let the employees know where we are at this point in time. There are so many irons in the fire that sometimes tracking just their status is a full-time job!

First, there's the way we're doing business now. The process is changing radically—the old rules no longer apply. We're not only talking about the SC becoming three Centers, though that is happening, but all the old agency boundaries are coming down. We're doing things collaboratively with others within and outside of BLM. There aren't too many things we'll be doing in the future that we won't be doing in cooperation with partner agencies.

And globally, there are our ties with the People's Republic of China State Land Administration. We're talking about two nations several thousand miles apart that will be sharing substantive tasks. Soon, we'll be hooked to them by Internet and those thousands of miles will dissolve at the touch of a computer key.

Our National Hispanic MOU is a prime example of the new way we're doing business throughout BLM—working not only with our partner agencies and globally, but also nationally, locally, and within our various communities of interest.

Then there's the budget. Money isn't as plentiful anymore, so we need to be proactive in restructuring to meet new needs. The good part about this is that, every day, we are gaining a clearer, more articulated sense of direction for the SC. We are also becoming more aware of what our mission is not. Some things are winding down, and there are things we've decided we're not going to continue to do anymore. Their time has come. Meanwhile, there are new needs to be met in areas such as alternative dispute resolution, economics, social sciences, and geographic information systems (GIS).

As far as our transition to the three Centers is concerned, we need to keep in close contact with Headquarters. They also have new roles. We are doing a lot of exploring with Headquarters and, in the process, we've come up with new missions and functions—some of which will be located at the three Centers. And the key is, all of our new roles are strategic giving us all a future within BLM as we adapt and flex to address them.

The common theme here is **change**. Everything is changing so quickly. Those who take the lead will have a mission. Those who don't may become redundant. In HAZMAT, for example, we're taking an aggressive leadership role in getting funds and more capability to do restoration work for all of BLM.

I guess what I would wish for the employees to understand is that change is coming whether we like it or not. We have to move forward. We have a corporate BLM agenda and we have to fulfill our new mission. If we embrace where we're going, we will have a bright future. Adaptivity will be the key to success for **everyone** in the year ahead.

Employee Awards

Employees approved for awards between August 15, 1994 and September 15, 1994.

Service Center

On-the-Spot Cash Awards

Betty Wilson	SC-215
Vickie Smejkal	SC-657A

Special Act Awards

Janine Koselak	SC-140

Performance Awards

Delbert Garduno	SC-150
Richard Hagan	SC-150
Thomas Rutledge	SC-150
Romeo Singson	SC-150

DWO

On-the-Spot Cash Awards

Cynthia Vitale	DWO-443
Sandy Dilbeck	DWO-460
Kim Greer	DWO-460
Doris Stuart	DWO-460
Gale Vest	DWO-460
Tina Logsdon	DWO-460

Special Act Awards

Elaine Tracey	DWO-430
Lorna Dick	DWO-431
Jan Poorman	DWO-432
Wendy Bullock	DWO-445
Judy Bowers	DWO-445

A LOOK INSIDE

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Goat Feasts, Cold Showers, and Camel Rides in the Desert—BLM Delegation Visits China

by Bruce Van Haveren

Hulunbeir Grassland. L-r: Miss Shiu, interpreter for the SLA, Bruce Van Haveren, Meta Schrenk, Glen Secrist, Nora Taylor, and Bill Volk.

We set out on our 3 1/2-week journey on August 9. Our first indication that this was going to be an adventure was our 4 1/2-hour flight from Beijing to Urumqi, the capital of the Xinjiang-Uygur Autonomous Region in western China. We flew over uninhabited desert for well over an hour!

Previous BLM delegations to the People's Republic of China had focused on exchanges of information through office visits and seminars. But our delegation was going to the field! The members of the delegation soon became a very close-knit group. Glen Secrist (Chief, Branch of Range Management, WO) contributed his 30 years of range management experience; Nora Taylor (Range Conservationist, Burns District, Oregon SO) was the team ecologist with experience in both range and wildlife management; Bill Volk (Soil Scientist, Montana SO) was our soils/watershed specialist; and Meta Schrenk (International Affairs Specialist, WO) speaks Mandarin and helped us to understand the Chinese culture. I was chosen to be the delegation leader which, as I discovered on this trip, was mostly a ceremonial title. (It basically meant that I had to perform strange rituals with really weird food.)

Our primary trip objective was to collect information about the temperate steppe (grassland) and temperate desert ecosystems of northern China. Since China and the United States are located at approximately the same latitude, the two countries have similar ecosystems. I had been to northern China twice previously and had seen grasslands comparable to those found in our northern Great Plains. I wondered if we would see other ecosystems in China similar to those in North America. This was not the case in the Xinjiang deserts, but we did visit a montane and subalpine region in the Tian Shan (Heavenly Mountains) that resembled the high country of the central Rockies. At one desert stop we were treated to a goat feast that began with broiled camel foot as an appetizer and was topped off with mare's milk.

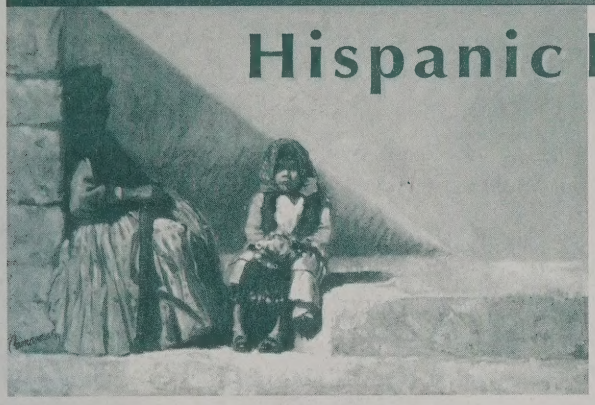
The highlight of the trip was Inner Mongolia where we visited the Grassland Research Institute in Hohhot and the Xilingole and Hulunbeir Grasslands. The Xilingole looks very much like eastern Montana or eastern Wyoming, except for the obvious lack of fences. The Hulunbeir is a little wetter and resembles the mid-grass prairies of the Dakotas. You can stand on a high point in the Xilingole or Hulunbeir and see nothing but grass and occasional herds of sheep, goats, horses, cattle, or camels. The government has, in the past few years, encouraged nomadic herdsmen to settle down in one place. Grazing rights are allocated on a family basis. As you travel away from the settlements, the range and watershed condition becomes excellent. It makes you wonder if this is what the Great Plains must have looked like 150 years ago.

Traveling in the remote parts of China does, however, have its drawbacks. The airlines rarely run on time and flights are often cancelled or delayed for several hours. Chinese hotels have a practice of turning on the hot water for only a few hours each day, so it's always a challenge to get a hot shower. One of our hotels shut off the water *completely* during the night! The cold showers were offset though by one very memorable nighttime camel ride through a sand dune under a full moon.

We've learned a great deal from all of our exchanges with the Chinese. BLM needs to continue these exchanges with China and other countries having similar ecosystems because it broadens our perspective on resource management and allows us to be aware of the possibilities in managing our own ecosystems.

The Turpan Desert. Bruce Van Haveren stands next to monument marking the second lowest spot on earth.

Hispanic Heritage Month Celebration



Hispanic Heritage Month will be celebrated by the Denver Federal Center (DFC) on October 12. The theme for the program is "Future Challenges and Opportunities." The SC celebration will be from 10 a.m. to noon in the Building 50 conference rooms.

The program will feature an art display by Better Youth of America. Keynote speaker Miguel Camarena, a Better Youth of America instructor, will discuss why it is important for youth to learn about their own culture.

Approximately 15 young artists will display their artwork and explain how their art is an expression of their cultural history. Camarena will also display some of his own work (see accompanying photo).

Entertainment will be provided by Armando Lazarte. In addition there will be a performance by Our Lady of Guadalupe's Folkloric Dancers. Refreshments will be served following the program.

Other DFC agencies will hold celebrations on October 12. The Bureau of Mines will present Ramona Martinez, Denver City Councilwoman, as their guest speaker in the south conference room of Building 20 at 9 a.m. The U.S. Geological Survey's featured speaker will be Steve Garcia, the Colorado Director of the League of United Latin American Citizens, at 1 p.m. in Lecture Halls A and B in Building 25.

Keynote Speaker Miguel Camarena

Miguel Angel Camarena was born and raised in the Tarahumara Land in the Sierra Madre of Chihuahua and moved to southern California when he was 13.

Camarena's early career was spent as an illustrator. To further his career, he attended the California Art Institute, where he specialized in cinematography illustration. His projects included illustrations for NBC, TV Guide, and Warner Brothers.

When Camarena felt the need for a career change, he went back to the Tarahumara Land of his birth and began his career as a fine artist. He now spends most of his time painting the people and places of his childhood.

Camarena lives in Denver part of the year where he teaches art part-time to disadvantaged youth. He enjoys sharing his ideas with young people in the hopes of teaching them how to express themselves in positive and creative ways.

LAB NOTES
SERVICE CENTER

A National Performance Review Laboratory

Many of your coworkers are participating or have participated on the SC NPR teams. It is not easy work and it is not for those who are easily frustrated. The SC is embarking on new territory which requires flexibility and creativity. These people are examples of the dedicated and concerned employees we have working at the SC.

Below is a list of present and former team members:

Original Internal Communications Team: Sandy Bowers, Gwen Moore, Lynne Price, Dave Droullard, Mimi Hillen, Sue Weber, and Lynda Pierce.

Refocused Internal Communications Team: Gordon Jennings, Lynne Price, Dave Droullard, Sue Weber, Lynda Pierce, and Margaret Mech.

Workflow/Process Improvement Team: Lee Barkow, Donna Emmons, Dion Dishong, Jim Crews, Bob Pinkney, Frank Andrews, Mary Anne Steury, and Gloria Hildreth.

Workflow/Process Improvement Committee: Donna Emmons, Jim Crews, Frank Andrews, Nancy Tubbs, Aileen China, and Gloria Hildreth.

Employee Needs Team: Mike Kirby, Joe Kuka, Lydia Creager, Faye Bogan, Vida Jenkins, Verna Glassman, Kathy Williams, Phyllis O'Neill, and Vickie Smejkal.

Customer Relations Team: Ray Boyd, Phil Dittberner, Neffra Matthews, Lynne Price, Nancy Pullam, and Charlie Wiles.

Support Team: Gwen Moore, William Moody, Gordon Jennings, and Tom Costello.

Community Relations Team (sunsetted): Melissa Dukes, Karen Miranda, Nate Matthews, and Margaret Trujillo.

Mission & Organization Team (sunsetted): Linda Sedbrook, Tom Costello, Louise Ecoff, Mardi Stone, Kathy Shriver, Jim Turner, and Dion Dishong.

These people all deserve a big round of applause for their dedication and the extra work and time they've spent helping the teams to make a difference!

NPR Updates

The Internal Communications Team conducted brainstorming sessions with employees in September to develop a strategy for improving communications.

The Workflow/Process Improvement Committee will have its kickoff campaign at an all-employee meeting on November 1. Watch for details!

The Employee Needs Team submitted its work environment proposal. The proposal was reviewed by the acting center directors and decisions were made about what could be changed and implemented in FY 95. This team is in the process of being converted to a standing committee.

CONGRATULATIONS TO GRADUATING COOPS

Four cooperative education students (coops) from the Service Center and Denver Washington Offices graduated this spring. Graduate or undergraduate degrees were awarded to Elizabeth "Aki" Araki, Linda Mozell, Cathy Wan, and Tyrone Wilson.

Aki Araki graduated from Emporia State University in Emporia, Kansas, with a master of library science degree. Prior to coming to the Service Center as a coop student in July 1991, Aki worked for the Internal Revenue Service, Bureau of Reclamation, U.S. Fish and Wildlife Service, and Metropolitan State College. Aki now works in the Branch of BLM Library.

Linda Mozell was awarded a bachelor of science degree in accounting from Metropolitan State College. Linda's Federal career began with her coop appointment to the Service Center's Division of Finance in May 1990. Prior to coming to the Service Center, Linda had extensive private industry experience. During her coop assignment, Linda took on additional duties as the Black Employee Program Manager for the Service Center. Linda is assigned to the Division of Finance.

Cathy Wan graduated from the University of Denver with a master's degree in computer information systems, which is her second advanced degree. She also has a master of arts degree in linguistics. Cathy initially was hired into the coop program by the Service Center's Division of Biological Resources in June 1992. Upon graduation, Cathy was appointed to the Denver Washington Office, ALMRS IOC Project Office.

Cathy helped serve as one of the interpreters for the People's Republic of China State Land Administration delegation to the SC this past August.

Tyrone Wilson was awarded a bachelor of science degree in computer and management science from Metropolitan State College. He has worked for both the Service Center and the Denver Washington Office since his appointment in May 1992. Tyrone is the first person in his family to have graduated from college and he credits his mother for this. Tyrone now works in the Service Center's Division of IRM Resources.

This is a special achievement for each of these students and we congratulate them all and wish them success in their chosen career fields!

If you would like more information about the cooperative education program, contact Melissa Dukes at 236-6689.

Personnel News

New Employees:

Michelle Jones, SC-616, File Clerk
Glenda Wilson, DWO-431, Financial Mgmt. Spec.

Separations:

Janet Sullivan, SC-120, EEO Manager

Halloween Costume Contest & Chili Cook-Off Monday, October 31, 1994